Intergovernmental and
Aboriginal Affairs

Report on

The Government of Saskatchewan's

Public Consultations on Immigration

Held September 2000

April 2001

Introduction

This report summarizes and analyses the results of the public and stakeholder consultations undertaken last fall by the provincial government on a Saskatchewan immigration plan. One hundred and eighteen invitations were issued to participate in stakeholder consultations, based on lists of organizations and individuals with an interest in immigration provided by departments. In a few instances, additional individuals and organizations asked to attend consultation meetings and were added to the list of participants.

From September 14 to 22, twelve consultation meetings, each lasting two hours, were held in Regina (six), Saskatoon (four) and Prince Albert and Moose Jaw (one each). The invitation list for each meeting included a cross-section of:

- immigrant service organizations;
- employers (private sector and health agencies) and business organizations;
- labour and professional associations; and,
- community groups and individuals with some involvement or interest in immigration (e.g. cities, school boards, academics, church organizations).

Sixty-eight participants attended the meetings (see Appendix A – Immigration Stakeholder Participants List), providing a reasonably comprehensive overview of stakeholder views. Participation was generally good from each of the four categories of stakeholders although slightly lower from private employers, professional associations, and other volunteer organizations. However, this was anticipated as many of these organizations have less extensive involvement in immigration, or could not readily find time for consultations.

The consultation meetings were chaired by a facilitator from the Saskatchewan Public Service Commission. At the start of each meeting, a brief presentation was given on roles and responsibilities for immigration in Saskatchewan, and a review of recent key trends relating to immigration in the province. Participants were then asked to participate in a round table discussion in which they commented on six draft objectives for immigration in Saskatchewan (identified below in the Summary of Stakeholder Comments by Question) and identified issues in achieving those objectives. Following the discussion of the objectives, participants were asked questions related to immigration priorities, the level and composition of immigration to Saskatchewan, and the adequacy and co-ordination of immigration related services.

Three written submissions were received from consultation participants during, or subsequent to, the consultations. Questionnaires were also available for members of the public to provide input on the issues discussed in the consultation meetings, either in written form or through the Saskatchewan government website. Eighteen individuals and organizations submitted questionnaires.

Main Conclusions

Based on the input received from stakeholders in consultation meetings, and the results of the immigration questionnaire, several important conclusions can be drawn for the development of a Saskatchewan immigration plan.

1. *Individuals and organizations involved in immigration, and particularly those from the business community, employers, the immigrant service sector, and broader community representatives, strongly support a more active role for the province in immigration. In fact, many stakeholders are of the view that a provincial immigration initiative is overdue.*

2. *A provincial immigration plan needs to be implemented in the context of the province's larger economic and labour market planning, and must complement, not replace, efforts to train and recruit Saskatchewan and Canadian residents. It is particularly important that immigration not detract from efforts to increase Aboriginal workforce participation.*

3. *All six draft immigration objectives discussed by the consultation participants were viewed as reasonable and valuable. Comparatively little discussion occurred on their specific wording, and participants focused most of their comments on ways to support the objectives or barriers to their achievement. Two other views emerged in discussions on objectives:*

    1) *Several participants proposed adding an objective on retaining immigrants in Saskatchewan.*

    2) *A small group of participants suggested that a more ambitious demographic goal (i.e. use immigration to increase Saskatchewan's population generally or, more specifically, its workforce age population) should be a part of an immigration policy or plan.*

    Appendix B contains the objectives of the Saskatchewan Immigration Plan with revisions made following the consultations.

4. *Stakeholders see an important role for the province in immigration. While a wide variety of views were expressed on what actions the province might undertake, three major themes predominated:*

    1) *Economic immigration – Stakeholders saw increasing economic immigration as a focus for provincial immigration efforts, and a significant number of employers and businesses are prepared to work with the province on economic immigration. More specifically, many participants expressed interest and support for expanded use of the Provincial Nominee Program, by increasing its absolute numbers and broadening the type of immigrants nominated.*

    2) *Improved language and settlement services – A significant portion of stakeholders believe the level of services to Saskatchewan immigrants is low compared to other provinces, which decreases our ability to successfully settle, integrate, and retain immigrants. In particular, stakeholders identified a need for better language training that will make immigrants workplace ready, and improved employment services.*

3) ***Accreditation – Accreditation of immigrant tradespeople and professionals was identified by many stakeholders as an area where further work is needed to improve processes to enable immigrants to successfully contribute to our economy, or to better inform potential immigrants of accreditation requirements.***

5. ***A number of stakeholders felt that a provincial immigration initiative should address the organization of immigration activities within government to create a single visible entry point for the public on immigration issues, increase the province's expertise on immigration issues, and allow it to better influence federal immigration policies and programs.***

Summary of Stakeholder Comments by Question

The majority of discussion occurred in response to the six draft immigration objectives. In most meetings, the two hour time frame was not adequate to permit specific discussion of the final questions on service adequacy and coordination, although many participants made comments related to these issues in discussion of other issues.

This summary does not attempt to include all the perspectives that were provided by sixty-eight participants in twenty-four hours of meetings. Rather, it reflects views that emerged consistently in discussions, or which may have particular relevance for the development and implementation of a provincial immigration plan.

Objective 1: To recruit immigrants to Saskatchewan who can contribute to the province's economy.

There was virtually no opposition from any participant to an objective of using immigration to assist the province's economy.

Representatives of business associations and individual businesses strongly supported this objective and some expressed the view that it is overdue. Most commentary from business representatives supported recruiting immigrants to particular skill or economic needs, with some representatives of individual businesses identifying particular skill needs. Some business representatives also argued that low skill labour market needs are not being met through domestic recruitment and training and should be addressed through immigration. Comments from several business participants suggested there should be greater local and individual business involvement in assessing skill shortages.

One participant suggested that recent research is indicating that Saskatchewan receives greater economic benefit from low skill immigrants than high skill immigrants, in part because the latter tend to leave Saskatchewan. In particular, the second generation of low skill immigrants often make a very valuable economic contribution. This participant also suggested that developing an approach to temporary migrant workers that encouraged their return on an annual basis could usefully support certain Saskatchewan industries. Several participants from immigrant service organizations and community agencies stressed that refugees can make an economic contribution to Saskatchewan and may work in low skill sectors that Canadians are unwilling to enter.

The business view that immigration is needed to support the development of the province's economy and to meet projected labour shortages was most strongly presented in Saskatoon meetings by both business associations and individual businesses. One business association suggested that, in view of forecasted labour shortages, the business community would be prepared to financially support a stronger immigration initiative with the province. This association indicated that they would like to see some decentralization of immigration recruitment to Regional Economic Development Authorities and intend to submit a brief to the province on immigration.

A number of business and non-business participants also made the observation that lack of population growth represented a limit to economic development in Saskatchewan and that immigration is a means of increasing population. Immigration was also identified by a few participants as a means of establishing international contacts, essential to growth in a globalized economy.

Several participants from both educational institutions and business organizations suggested foreign students studying in Saskatchewan should be viewed as an economic opportunity. One business association suggested Saskatchewan's high rate of foreign students (the highest in Canada) may offer an economic advantage. Others observed that foreign students provide a contribution to Saskatchewan's economy first by studying in Saskatchewan and second by remaining here following their study. Other participants suggested that post-secondary institutions could play a role in attracting and retaining immigrants.

Many participants acknowledged that attracting immigrants to Saskatchewan may be difficult because of our relatively small urban centres, small host ethnic populations, climate and comparatively slow economic growth. In contrast, however, some participants offered that Saskatchewan has a high quality of life that could be effectively marketed to immigrants (i.e. small, safe communities, low cost-of-living, good education and public services, good communities for children).

Two business representatives suggested that immigration would have little impact on economic development unless underlying issues were addressed, such as a competitive tax environment and reduced government regulation. One of these also questioned why immigration was not a part of the province's recently released economic development strategy.

A few non-business participants expressed a degree of skepticism about the objective of recruiting economic immigrants from the perspective that the province's immigration levels are unlikely to increase substantially without a growing economy and additional jobs. This was not generally presented as an argument against economic immigration, but suggests that an immigration plan should be appropriately positioned in the context of a larger economic development strategy.

Much of the discussion of this objective revolved around current barriers that prevent immigration from contributing to Saskatchewan's economy. These included:

- Slow federal immigration processes which discourage prospective economic immigrants from coming to Saskatchewan and Canada. Several participants offered examples where prospective immigrants went to other countries in the face of slow processing times, or difficulties in getting service from Canadian diplomatic posts.

- Saskatchewan's efforts to market the province internationally were described by some participants as relatively weak. This included the information available through the Saskatchewan website and promotion at Canadian international posts.

- The federal point system for economic immigrants sometimes exclude immigrants with needed skills and knowledge.

- A lack of support and assistance for business immigrants on doing business in Saskatchewan (e.g. market analysis and business planning) and lack of awareness of business support services currently available in the province.

- Inadequate language training that impedes the economic contribution of many immigrants.

- Saskatchewan's relatively low level of immigrant support services causes many immigrants to leave the province.

- A lack of services to spouses and families causes many economic immigrants to leave Saskatchewan.

Aside from business participants who had previous direct experience with the Provincial Nominee Program, there was little general knowledge of this program. In discussions, however, participants viewed the program as an opportunity to use immigration to address needs within Saskatchewan and would support expanded use of it. The range of views and suggestions for the PNP that emerged in discussions included:

- Better advertising of the program is needed as employers and businesses are not aware of it.

- Offering nominations to foreign post-secondary education students graduating in Saskatchewan who wish to remain here.

- Re-examining the skill shortages list. Many participants suggested recruiting health professionals through the PNP. Several others suggested that the skill list should be lengthened (e.g. adding farrowing technicians). One business association suggested that a provincial occupational list was not needed and that skill needs could be locally defined. Other businesses encouraged using the program for low skill labour shortages where domestic recruitment is inadequate. One organization involved with refugees suggested adding a humanitarian component to the PNP program.

- Better marketing is needed. Some participants observed that Saskatchewan's PNP website is poorly designed and hard to use in comparison to Manitoba's.

Sub Question: Are there particular economic opportunities that could be supported by immigration?

In some areas, business representatives provided specific recommendations for economic opportunities that could be supported through immigration. These included:

- One business association identified that, based on a recent skill shortage study, they projected skill shortage in ten fields and suggested that immigration could contribute to all or many of these shortages.
- Agricultural processing and particularly meat packing.
- Business ownership in smaller communities where retiring business people cannot find successors.
- Information technology workers.
- Attracting businesses by emphasizing Saskatchewan's low land, space and labour costs.

Although no question was specifically asked concerning agriculture, it was raised in most meetings. Both business and non-business participants identified the agriculture sector as potentially benefiting from immigration for several reasons:

- It could address the succession issue as many Saskatchewan farmers are near retirement.
- It may help re-capitalize the industry by attracting European Community farmers with substantial capital.
- It could bring some innovative production techniques, and new food products to Saskatchewan, such as herb and spice production that requires both unskilled labour and technical skills.
- Immigrants from rural agricultural areas may be more likely to settle and stay in rural Saskatchewan.

One participant mentioned that Alberta is using off-shore trusts established under Revenue Canada regulations as a means of encouraging Dutch farmers to emigrate.

Sub Question: Are there steps Saskatchewan businesses and employers should take to support and retain skilled immigrants?

Both business and non-business participants saw a role for businesses and employers in supporting immigrants they recruit. A variety of suggestions were made by participants when asked what employers and businesses can do to support and retain immigrants:

- A number of participants suggested that measures such as cultural awareness programs, workplace diversity training, and anti-racism training would help create greater sensitivity to cultural differences of immigrants. Observing religious holidays and cultural traditions of immigrants was also suggested.

- Some participants suggested that employers should attempt to assist immigrants with non-workplace needs such as training, language education, housing, dealing with bureaucracies, and finding employment and services for spouses and children. Several business representatives who have recruited immigrants indicated they are prepared to provide support for immigrants that are not normally provided to employees.

- A few participants also noted that immigrants themselves would benefit from some instruction on Saskatchewan culture.

- One participant felt educating unions on the needs and cultural sensitivities of immigrants would be useful.

Objective 2: To recruit immigrants to meet medical professional and other skill shortages in rural and urban Saskatchewan, where domestic recruitment is unable to meet community needs.

Overall, participants consistently supported using immigration to meet skill shortages in Saskatchewan's labour market. A number of participants noted that their preference was to train and recruit domestically for our workforce where possible, and several participants including business representatives, educators, and community representatives stressed the importance of increasing Aboriginal participation in Saskatchewan's workforce. In spite of these qualifiers, however, there was nearly universal general acceptance of the suggestion that immigration should play a role in meeting skill shortages in the province. Two representatives expressed a view that, in view of limited resources, Saskatchewan should invest in training and educating our domestic workforce rather than immigration. These were representatives of a professional association, who indicated priority should be given to locally training in its profession; and a community association, who suggested priority be given to increasing Aboriginal workforce participation.

There were a variety of areas noted where immigration could assist in meeting skill shortages:

- Recruitment of medical professionals was mentioned in nearly every meeting. Nurses were frequently mentioned, as well as rural doctors and specialists. A representative of a health professional association suggested that nearly all diagnostic professions (e.g. radiation technologists, laboratory technicians) are experiencing shortages.

- Engineering sciences and, in particular, petroleum engineers.

- Information technology fields, including teaching staff.

As mentioned under the first objective, some participants indicated that recruitment should not be restricted to high skill sectors, as low skill immigrants often make significant contributions and are needed in certain economic sectors.

Many participants identified the Provincial Nominee Program as potential means of meeting skill shortages. Several business participants familiar with the program suggested that it should be used more flexibly and should involve business in defining skill needs and in recruiting and selecting immigrants.

In every meeting, the issue of accreditation of immigrant professionals and tradespeople was raised and discussed. Employers, immigrant service organizations, labour representatives and community representatives consistently identified problems with the accreditation of skilled immigrants, especially refugees and independent immigrants. These participants perceived the professional associations and regulatory bodies responsible for accreditation as imposing rules and processes that treat immigrants unfairly and inhibit them from integrating into our workforce and contributing to the economy. Many suggested that action is needed in this area, including a few that proposed the province should be prepared to take a much stronger hand to force regulatory bodies to recognize foreign credentials.

Professional association representatives defended their accreditation processes as necessary to ensure practitioners are qualified. Several noted that work has taken place in recent years at a national or provincial level to improve the assessment and recognition of skilled immigrants. Some professional associations felt more could be done to improve the recognition of the qualifications of skilled immigrants.

Both professional associations and other participants offered a number of ideas on improving accreditation processes:

- Expanded use of prior learning assessment through the International Qualification Assessment Service (IQAS), or other means were identified by a number of participants.

- One professional association mentioned it is using temporary licences that allow supervised work placements for immigrants until qualifications can be fully met.

- One participant suggested that a differential wage be paid to immigrants until they reach full accreditation.

- Another professional association stated that it refuses over 200 applications a year, but could review and assess them, if provided funding for an assessment process. This association additionally referenced a recently implemented work placement and assessment process that Newfoundland is using to recruit, assess and train foreigners on a cost-recovery basis.

- Another professional association suggested that immigrants should be informed of professional qualification requirements before they arrive in Saskatchewan. This was reiterated in a written brief from the association.

- A representative of a health employer identified that their agency had, in some instances, worked with the Department of Health to use special Health Minister's permits to hire foreign professionals where it was unable to get qualifications recognized by professional associations.

- A variety of participants suggested that additional training in Saskatchewan could be made available to immigrants either to "top up" their existing skills (although it was observed that, in some fields, educational institutions are not set up to top up training) or to enter a related field. A few participants suggested that training should be conditional on the immigrant working in Saskatchewan or repaying the cost of their training on leaving the province.

- Some participants suggested that partnering between Saskatchewan post-secondary educational institutions and foreign institutions could be a means of ensuring foreign qualifications are recognized in Saskatchewan.

Other comments that were raised in relation to the objective of recruiting skilled immigrants included:

- Settlement agencies could play a role in recruiting skilled immigrants and supporting them on their arrival.

- Saskatchewan could create a competitive advantage over other provinces by allowing professionals to incorporate.

- The province is a major employer and could use immigration for some of its skill recruiting needs, for example, in the crown sector (e.g. SaskTel).

Objective 3: To encourage immigrants to invest in and establish Saskatchewan businesses.

Although this objective was seen by participants as positive, it received less discussion than the two previous economic objectives. This is likely because most participants have had little personal experience with or knowledge of business immigration, with the exception of the press coverage given to the Immigrant Investor Program in past years.

Overall, there tended to be fewer recurring themes in the comments of participants on business immigration than on other economic objectives. Some of the comments made included:

- A belief that immigrants, because of their differing experience, may identify business opportunities that are not apparent to Saskatchewan residents.

- One business association and some other participants stressed the importance of a careful marketing strategy. The strategy should recognize that the decision to relocate to Saskatchewan will take time and consideration. Specific business opportunities need to be identified and there needs to be a transition period in relocating and flexibility around residency.

- Foreign farmers could be recruited to replace retiring Saskatchewan farmers.

- Several participants from a variety of sectors suggested increasing immigrant business opportunities through small scale loan programs (e.g. $5,000 business loan) or funds to support the establishment of a business. Two business representatives suggested that tax incentives are a preferable way of encouraging business development for immigrants or other business people.

- At least one business association representative expressed the view that subsidies or tax breaks for immigrant businesses would not be well received. However, business representatives support assisting immigrant business people in market analysis and business plan development.

Comments that were made by one or two participants included:

- Business recruitment should emphasize entrepreneurial skills rather than the amount of capital brought by the immigrant.
- International business links can be built through international students and projects between foreign and Saskatchewan education institutions.
- Previous business recruitment efforts have placed too much emphasis on recruiting from Asia.
- The province should not use tax funds to enter into large scale business projects with immigrants.
- Federal investor immigrant requirement of $250,000 is too high. $100,000 would be more appropriate for Saskatchewan.
- The province should exploit gaps and opportunities in federal regulations (e.g. Quebec's use of the Immigrant Investor Program).
- The family members of business immigrants need support to ensure better integration into the community and retention in the province.

Objective 4: To ensure immigrants to Saskatchewan receive effective settlement, language and employment services.

Participants from all sectors, and especially those who have direct contact with immigrants, expressed the view that better support services would help attract and retain both economic immigrants and refugees in Saskatchewan. The strongest advocacy on providing better support services came from immigrant service organizations and community organizations that work with refugees. However, several business representatives who have hired immigrants also identified that services are important in retaining immigrants. Several participants observed that services to immigrants had been cut back in recent years.

Four issues related to services for immigrants were frequently mentioned by participants:

- Language training – Many participants involved directly with refugees stressed that additional language training is needed for immigrants. A number pointed out that the current levels of language training (LINC level 3) is intended to provide only basic language skills and is inadequate to prepare immigrants for the workplace. Many also indicated that a greater focus needs to be placed on tailoring language training for specific workplaces.
- Training and retraining is needed by many immigrants, who very often cannot afford the cost of additional education and will need income support during training.

- Employment programs and work placements are very helpful in successfully settling immigrants, especially refugees. Several participants felt that the loss of the bridging programs in the Canada-Saskatchewan Employment Centres had a detrimental effect on immigrants. Business representatives also seem prepared to support temporary wage subsidy programs for individual immigrants, where they will not support financial assistance to immigrant businesses.

- Providing employment and language education opportunities to spouses and families is essential to retaining immigrants in Saskatchewan.

Immigrant service organization agencies identified that their primary clientele are refugees and that little service is offered to independent immigrants. Post-secondary educational institutions representatives also identified that, given resource constraints, there is limited ability to increase language training without dropping other needed training programs.

Other comments made in discussion on support services to immigrants included:

- A general settlement information kit, including information on banks, schools, daycare, drivers' licences, cultural associations, etc. is needed.

- Businesses should be given information on how to tap into cultural associations that could support immigrant employees.

- Lack of legal aid in Saskatchewan for immigrants dealing with the Immigration and Refugee Board was noted by two participants.

- Recruiting groups of immigrant families creates better social support for immigrants within their new community.

- Many immigrants need assistance to find affordable housing.

Objective 5: To continue to accept a significant proportion of refugees, including government assisted refugees, to Canada annually, provided that adequate federal resources remain available to provide effective settlement and integration services.

In general, this objective was supported by participants and their comments suggested that Saskatchewan should maintain its humanitarian commitment to refugees. A few representatives of immigrant service organizations suggested that the province could increase its intake of refugees. Virtually no participants suggested Saskatchewan should take fewer refugees, although some tended to view it as a lower priority than economic immigration.

Resource issues were raised by a number of participants in discussion of refugees:

- A number of participants noted that federal resources to support immigrants had been cut in recent years.

- A few participants, primarily from immigrant service organizations, suggested that the province should increase services to refugees, either to back fill federal cuts, or to bring Saskatchewan services up to the level of other provinces. Language training, work placements and bridging programs were often identified as particularly needed services.

- Several participants suggested that refugee retention would improve with increased services.

A few participants expressed the view that we should make greater attempts to settle refugees in rural communities, although it was recognized that providing services and lack of social support for refugees in rural areas is problematic.

One participant expressed a concern that Citizenship and Immigration Canada (CIC) was refusing entry to some foreign students out of concern that they may claim refugee status once in Canada.

Objective 6: To support family re-unification through immigration.

This objective received relatively little discussion in meetings. Generally, participants viewed family immigration as an important and key factor in ensuring immigrants remain in their new community. Several suggested that settlement and integration needs to focus on the whole family, not just the head of the family. However, participants also recognized this as an area where the province could have relatively little direct impact as family class processes and regulations are federally determined and managed.

Some participants suggested that, to the extent the province is able to influence federal management of family class immigration, we should press for more flexible family class criteria and definitions of family, faster processing of family class applications, and less onerous sponsorship requirements for family members (shorter sponsorship periods, lower financial requirements). One participant mentioned that re-instatement of the Family Business Job Offer Program would be useful.

Are there any objectives that you would add?

When asked whether there were any additions they would make to the six draft objectives, most participants did not offer any suggestions. Some reiterated issues and priorities that were discussed in conjunction with specific objectives, which have been covered in the previous pages.

Two types of comments were made that suggest consideration of additions to the six objectives.

- Several participants identified that better retention of immigrants in Saskatchewan should be an objective of a provincial immigration plan.

- Two participants suggested that a demographic goal would be useful for the province, either in the context of a provincial population policy, or as an overriding immigration objective of raising the province's population and especially its work force age population. Although not phrased in the context of immigration objectives, several other participants also commented that Saskatchewan needs population growth to sustain its economy and work force, and immigration is a means of increasing our population.

Which objective would you identify as Saskatchewan's highest/lowest priority for immigration? Why?

In most meetings, this question received very little discussion. Where it was discussed, most participants did not feel that the objectives should be priorized, as they were all necessary to a provincial immigration plan. In the few meetings where participants were willing to express a priority, they generally priorized economic immigration objectives over refugee and family re-unification objectives.

Should Saskatchewan attempt to raise or lower the total number of immigrants and refugees coming to our province, or maintain the current level?

Should we attempt to change the composition of immigration to Saskatchewan (i.e. the proportion of family class, economic class and refugees) or is the current composition appropriate?

Neither of these questions received much discussion, primarily because of time constraints. The participants who did discuss this issue generally supported raising immigration levels generally and gave higher priority to raising our levels of economic immigrants.

If you are involved in provincial programs and services related to immigration, do these programs meet your needs?

What improvements, if any, would you suggest regarding the co-ordination of services and responsibilities between the federal and provincial governments?

Primarily because of time constraints, these two questions were not directly discussed in any meetings. There were, however, two issues that emerged in comments on other questions that are relevant to these questions.

First, a number of participants expressed the view that the province needs to have a better organizational focus on immigration for at least three reasons:

- It would create a more visible entry point for individuals, businesses and other organizations that need to work with the province on immigration issues.

- It would create a better body of expertise and knowledge on immigration issues, which the province is seen as currently lacking.

- Participants are often frustrated with federal immigration policies and processes and are looking to the province to advocate on their behalf.

Second, several participants observed that federal government service reductions are having the effect of off-loading of immigration responsibilities onto provinces.

Appendix A

Saskatchewan Immigration Consultation Participants

Regina

Andre Lalond - Language Institute, University of Regina
Paul Gingrich – University of Regina, Researcher
Laurel Ayerst – Saskatchewan Society of Medical Laboratory Technologists Inc.
Paula Hesselink – Regina Public School Board
Marilyn Pollock - Executive Director, Saskatchewan Apparel and Textile Association
Dennis Karakochuk - Saskatchewan Cancer Agency
Fred Soofi - Regina Coalition of Refugees
Gary Mitchell - Helpline Consulting
Bert Pitzel – Archdiocese of Regina
Vikas Khaladkar - Wascana Gaming
Brian Krause – Dean of Basic Education, SIAST Wascana Campus
Gordon Barnes – City of Regina
Ahmed Chakma - VP Research, University of Regina
Keith Karasin - Executive Director, Regina Open Door Society
Marv Norton - Policy Analyst, Saskatchewan Urban Municipalities Association
Mary Ann McFadyen - Saskatchewan Chamber of Commerce
Ron Torgersen - Saskatchewan Federation of Labour
Garth Ivy - Saskatchewan Labour Development Board
Ross Kennedy - Saskatchewan Labour Development Board
Bob McDonald - Association of Professional Engineers and Geoscientists of Saskatchewan
Lois Ho
Maria Omene - Immigrant Women of Saskatchewan, Regina Chapter
Don Zerr - Regina Health District
Baraza Kilobi - Saskatchewan Forum for Racialized Canadians
Sel Murray - University of Regina
Christine Luanga - Human Rights Commission
Kripa Sekhar - Saskatchewan Action Committee on the Status of Women
Wade Luzny - General Manager, Multicultural Council of Saskatchewan
Aaron Deschene - Policy Analyst, Saskatchewan Association of Rural Municipalities
Ede Leeson - Executive Director, Saskatchewan Association of Licensed Practical Nurses
Keith Philander - Anti-Harassment Consultant, Philander Consulting Services
Fiona Bishop - Research Officer, Saskatchewan Government Employees' Union
Jeanne Eriksen - Assistant Registrar, Saskatchewan Pharmaceutical Association
Marilyn Braun - Director, Provincial Affairs (Saskatchewan),
Canadian Federation of Independent Business
Barb Byers - Saskatchewan Federation of Labour

Moose Jaw

Mayor Ray Boughen - City of Moose Jaw
Linda Dirkson - Moose Jaw Multicultural Council
Bob Green - Moose Jaw Multicultural Council

Saskatoon

Louis Gardiner - Association of Saskatchewan Regional Colleges
Bryan Salte - College of Physicians and Surgeons
Richard Wright - Quadra Management Group
Susan Anholt – Saskatchewan Association of Dental Assistants
Rosemary Bekke - Catholic Board of Education
Dale Botting – CEO, Saskatoon Regional Economic Development Authority
Cindy Rublee - Saskatchewan Intercultural Association Inc.
Lisa Cormode - International Student Office, University of Saskatchewan
Nancy Fetch - Big Sky Farms
Wendy Smith – CEO, Carleton Trail Regional Economic Development Authority
Sandra Rawson Bauche – Human Resource Planning,
Carlton Trail Regional Economic Development Authority
Denys Robidaux - Lilydale Farms
Terry Alm - Saskatchewan Chamber of Commerce, Saskatoon Real Estate Association
Ken Britton - Saskatoon Refugee Coalition
Joe Garcea - University of Saskatchewan
Elaine Harder - Mennonite Central Committee
Howard Janzen - Certified General Accountants of Saskatchewan
Jim Gee - Standard Machines
Sherri Rice - Saskatchewan Society of Occupational Therapists
Asit Sarkar - University of Saskatchewan, Saskatoon Chamber of Commerce
Shelly Agecoutay - Saskatoon Public School Division
Lynda Newson – Provincial Council of Women
Penny Skilnik - Saskatoon Open Door Society
Kent Smith-Windsor - Saskatoon Chamber of Commerce

Prince Albert

Linea Lanoie - Gateway Covenant Church (Refugee Committee)
Luana Caissy – Prince Albert Health District
Gerry Wortman – Prince Albert Multicultural Council, Scarborough Baptist Church
Gwen Leach – Prince Albert Multicultural Council
Vera Houton – Prince Albert Multicultural Council (Past President)
Germaine Coates - Aboriginal Women's Council

Appendix B

Objectives of a Saskatchewan Immigration Plan

- To recruit immigrants to Saskatchewan who can contribute to the province's economy.
- To recruit immigrants to meet medical professional and other skill shortages in rural and urban Saskatchewan, where domestic recruitment is unable to meet community needs.
- To increase Saskatchewan's retention of immigrants and refugees and ensure they receive effective settlement, language and employment services.
- To continue to accept a significant proportion of refugees, including government assisted refugees, to Canada annually, provided that adequate federal resources remain available to provide effective settlement and integration services.
- To support family re-unification through immigration.
- To encourage immigrants to purchase and establish Saskatchewan businesses.